

TERMS AND CONDITIONS FOR DISCOUNT PRIVATE SUBSCRIPTIONS FOR EMPLOYEES AT Mærsk A/S

1. Introduction

1.1 These terms and conditions are subject to Hi3G Denmark ApS' (hereinafter 3) applicable subscription terms and conditions for private customers, which are available at www.3.dk/vilkaar, unless otherwise stated in these terms and conditions. In case of discrepancies between these terms and conditions and 3's general subscription terms and conditions for private customers, these terms and conditions take precedence.

2. Scope of the discount

2.1 A 20% discount is only applied to the actual subscription, in accordance with the fixed monthly subscription price stated on www.3.dk/abbonnenter. The discount is exclusively applied to the fixed monthly subscription price, and therefore not on premium-rated services, usage-based services, add-ons, payment services etc. and international usage beyond what is included in the subscription.

2.2 For purchases of hardware (e.g. smartphone, tablet or router), discounts are only applied to the subscription and not to the hardware.

3. Creating a discount subscription

3.1 3 offers employees (hereinafter 'Employees') at Mærsk (hereinafter the 'Company') the option of purchasing up to 5 private subscriptions with a 20% discount on the actual monthly subscription price for private customers.

3.2 Discount subscriptions are created in the Employee's own name and address. The contract is therefore a contractual relationship between the Employee and 3.

3.3 All Company Employees who have a work email account with the Company are entitled to a discount code. The discount code is distributed as a voucher to the Employee by 3 at the Employee's request at 3's APMM landing site.

3.4 The discount code can be redeemed by the Employee 5 times.

3.5 The discount code is assigned to the individual Employee, and the discount subscriptions must only be used by the Employee and their household. The discount code must not be sold, passed on or otherwise transferred to or be used by third parties outside the Employee's household, hereunder children living away from the parental home.

3.6 A prerequisite for purchases of discount subscriptions is that the Employee is employed in the Company and that the Employee creates their discount subscription via www.3.dk/maersk-tilbud. The Employee can create the desired subscription(s) by providing the Company-issued email address and entering the distributed discount code upon creating a subscription at www.3.dk. A discount will not be applied to purchases via 3's other sales channels.

4. Creating a discount subscription for existing 3 customers

4.1 Employees who are already customers with 3 can receive a discount on their subscription, if the Employee's subscription appears in 3's applicable portfolio. The portfolio can be viewed at www.3.dk/abbonnenter.

4.2 To receive a discount on a subscription in 3's applicable portfolio, the Employee must complete a form at www.3.dk/maersk-tilbud.

4.3 Employees who are already customers and who have subscriptions that do not appear in 3's applicable portfolio, may receive a discount by changing to a subscription from the applicable portfolio. A subscription change takes 30 days from the change request, after which the discount takes effect.

4.4 When the subscription has been changed to a subscription in 3's applicable portfolio, the Employee must complete a form available at www.3.dk/maersk-tilbud. When this form has been completed, the discount will be activated and apply to the new subscription.

5. Changing a discount subscription to a different discount subscription

5.1 If the Employee wishes to change a discount subscription to a different discount subscription, the new subscription must appear in 3's applicable portfolio.

5.2 The discount on the new subscription will automatically be transferred to the new subscription, and therefore does not require a new discount code.

6. Termination of discount subscriptions

6.1 Hi3G and the Employee may terminate discount subscriptions with 30 days' notice.

6.2 Discount subscriptions that are purchased together with hardware have a fixed-term of 6 months. Subscriptions with a fixed term can, at the earliest, be terminated with 30 days' notice before the end of the fixed term.

7. End of discount subscription

7.1 When the Employee's employment relationship with the Company ends, the Employee's right to a discount on all subscriptions also ends.

7.2 By accepting these terms and conditions, the Employee agrees to notify 3 as soon as possible if this employment relationship ends.

7.3 The Employee must notify 3 of a termination of the employment no later than 2 weeks after the end of the employment contract. If the Employee fails to notify 3 about the termination of this employment relationship, 3 may order the former Employee to repay the discount that the person concerned has received during the period when the Employee has not been employed by the Company.

7.4 The subscription continues at the applicable price for the subscription, cf. www.3.dk/abonnemeter, unless the subscription is terminated by the Employee or 3 pursuant to Section 6 above.

7.5 If the Employee's discount subscription is subject to a fixed term at the end of the employment, the discount continues until the end of the fixed-term, after which the discount ends and the subscription continues at the applicable price for the subscription that appears at www.3.dk/abonnemeter, unless the subscription is terminated by the Employee pursuant to Section 6 above.

7.6 If the cooperation between the Company and 3 ends, the discount on the subscription ends from the time when the cooperation ends, and all unactivated discount codes will be deactivated without prior notice. All activated discounts will also end, cf. Section 8.2 below. However, discounts continue to apply to any remaining fixed term.

8. Other

8.1 If the Employee changes their assigned work email address to a different email address, including to their private or other work email address, the discount will be deactivated. If the Employee changes to a different work-related email address at the Company, the Employee is still entitled to the discount.

8.2 Regardless of the reason for removing the discount from a subscription, the removal of the discount will occur with 30 days notice.